

News Release



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U.S. Labor Department Agreement with Goodyear Yields \$925,000 for 800 Female Applicants Rejected for Jobs at Danville, Va. Plant

PHILADELPHIA--The U.S. Department of Labor announced today that an administrative law judge has approved a consent decree with The Goodyear Tire & Rubber Company resolving a lawsuit alleging hiring discrimination against some 800 female job applicants at the company's Danville, Va. tire manufacturing plant in 1998 and 1999.

"This administration is committed to ensure that all Americans are hired, promoted, and compensated fairly, without respect to their race, gender, ethnicity, disability, religion, or veterans' status," said Charles E. James Sr., deputy assistant secretary of labor for the Office of Federal Contract Compliance Programs (OFCCP). "This consent decree ordering payment of \$925,000 to 800 women puts federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination."

The OFCCP filed an administrative complaint with the department's Office of Administrative Law Judges on June 13, 2006, alleging that Goodyear discriminated against females who applied for entry-level operative and laborer positions at the tire plant from January 1998 through June 1999.

As a federal contractor Goodyear, headquartered in Akron, Ohio, is required to comply with Executive Order 11246, as amended, that prohibits federal contractors and subcontractors from discriminating in employment decisions on the basis of race, color, religion, sex or national origin. A compliance review by OFCCP found that Goodyear utilized a hiring process and selection procedures that discriminated against hundreds of female applicants for entry-level positions on the basis of gender.

In the consent decree, Goodyear agrees to pay \$925,000 in back wages and interest to a class of approximately 800 women who were rejected for entry-level operative and laborer positions at Goodyear's Danville plant from January 1998 through June 1999. Goodyear will hire 60 women from the class, subject to their satisfying the requirements of newly-designed selection procedures for entry-level jobs at the Danville plant.

The company will conduct annual training for managers at the Danville plant to ensure they understand their responsibilities for equal employment opportunity and affirmative action. Goodyear also will give OFCCP semi-annual reports over at least two years to document compliance with the consent decree and report on any adverse impact that its new selection procedures have on female applicants for entry-level jobs.

The Office of Administrative Law Judges will retain jurisdiction to enforce the terms of the consent decree. The review was initiated by the OFCCP office in Richmond, Va., which is part of the agency's Mid-Atlantic region.

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Chao v. The Goodyear Tire & Rubber Company
Case No.: 2006-OFC-00002, Office of Administrative Law Judges

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